



The California Department of Fish & Game  
 Invites you to take the  
 Open - Nonpromotional Examination  
 for **SENIOR ENVIRONMENTAL SCIENTIST**



FINAL FILING DATE: CONTINUOUS

Why not work to benefit California's environment?

Want to work with dedicated people who value and enjoy their work?

Our employees are committed to managing and protecting California's diverse wildlife and the habitats upon which they depend. Join us and begin a meaningful new career.



**About the State Examination & Hiring Process:**

The first step in the State hiring process requires you to take a competitive examination for each separate permanent job classification. Examinations are designed to test the knowledge and abilities required for the classification. After you take and pass a State examination, you are ranked and placed on an employment list for that classification. Once you are placed on the employment list, you can apply for job openings in that classification. For more information on the State examination and hiring process, visit our website at <http://www.dfg.ca.gov/jobs>.

**Position Information**

- Position Description:** The Senior Environmental Scientist is the first supervisory level of the series. Incumbents supervise and direct the work of professional or technical staff, and do other related work. Incumbents performing in this capacity have the authority and responsibility in the interest of management to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline employees. Incumbents have the responsibility to direct employees, adjust employee grievances, or effectively recommend such actions.
- Salary Range:** \$5450 - \$6578

**How to Apply for this Examination**

- Where to Mail:** The State Examination Application (Form 678) must be completed and may be filed in person or by mail at:  
 Department of Fish and Game  
 Attention: Exam Unit  
 1416 Ninth Street, Room 1217b  
 Sacramento, CA 95814
- How to Get an Application:** Obtain a State Application (Form 678) at Employment Development Department (EDD) offices, at Department of Fish and Game offices, or you can download one from the web at <http://jobs.ca.gov/OEC/jobs/stateapp.aspx>.
- Cross Filing Instructions** **If you meet the entrance requirements for this class and for the Staff Environmental Scientist, you may file for these exams on a single application.** However, you must type or write in the complete title for each examination that you wish to take on the State application (Form 678).
- Accommodations for Persons with Disabilities:** If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Examination Application". The Exam Unit will contact you to make specific arrangements.

## **Requirements for Admittance to the Examination**

### **Minimum Qualifications for Admittance:**

Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as Either "I", "II, or "III", etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirement.

**EDUCATION:** Possession of a bachelor's or advanced degree with a major in a biological, chemical, physical, or environmental science, or a closely related scientific discipline. (Admission to a masters or doctoral degree program in a biological, chemical, physical, or environmental science, or a closely related scientific discipline shall be considered to meet these education qualifications.)

### **AND**

**EITHER I:** Two years of experience in the California State service performing the duties of an Environmental Scientist, Range C.

**OR II:** Five years of increasingly responsible professional experience as a scientist in environmental analysis, research, management, planning, regulation, or investigation, two years of which have included responsibility in the development or implementation of environmental policies, programs, plans, or research projects; or conducting an environmental monitoring and surveillance or environmental management program; or in the direction of the work of a multidisciplinary environmental investigatory or regulatory staff, at a level equivalent to that of an Environmental Scientist, Range C, in the California State service. Possession of a master's degree in a biological, chemical, physical, or environmental science, or a closely related scientific discipline may be substituted for one year of the required general experience; possession of a doctorate in the above-named disciplines may be substituted for two years of the general experience.

### **Make Sure you Also Meet These Conditions:**

Applications/resumes require employment history information including "to" and "from" dates (month/day/year), time base, and if applicable civil service class titles. Applications/resumes received without this information MAY BE REJECTED because of incomplete information.

## **Examination Information**

### **Type of Examination:**

#### **Qualifications Assessment – Weighted 100.00%**

This examination consists of a qualifications assessment and is the sole component of the examination. To obtain a position on the eligible list, you must attain a minimum rating of **70.00%**. **COMPETITORS WHO DO NOT COMPLETE THE QUALIFICATIONS ASSESSMENT WILL BE DISQUALIFIED.**

### **Testing Periods:**

Applications are accepted on a continuous basis and the testing office notifies and tests applicants as needs warrant. **YOU MAY TEST ONLY ONCE IN A TWELVE-MONTH PERIOD.**

**Scope of Examination:**  
**(STUDY THIS to prepare for examination)**

- A. Knowledge of:
1. Basic principles of land, water, fish, wildlife, and other natural resources research.
  2. Principles of ecology.
  3. Statistical methods.
  4. Land-use practices with reference to their general effect on human health, natural resources, and the environment.
  5. Effects of waste material and their interactions on the environment.
  6. Chemical reaction.
  7. State and Federal environmental rules, regulations, and requirements.
  8. The legislative process and environmental programs and policies of the State.
  9. Principles and techniques of personnel management and supervision.
  10. Budgeting and other administrative functions.
  11. A manager's/supervisor's role in the Equal Employment Opportunity Program and the processes available to meet equal employment opportunity objectives.
- B. Ability to:
1. Collect environmental data.
  2. Analyze and evaluate data and reach sound conclusions.
  3. Review, check, and interpret scientific and environmental reports.
  4. Analyze situations and take appropriate actions.
  5. Establish and maintain cooperative relations and effective communications with local governments and all persons contacted.
  6. Prepare clear, complete, and technically accurate reports.
  7. Apply rules, regulations, policies, and requirements of State and Federal environmental protection and resource management programs.
  8. Develop innovative solutions for difficult environmental management problems.
  9. Provide leadership in accomplishing basic functions and objectives in assigned programs.
  10. Inspire confidence and effective working relationships with employees, managers, and leaders in government and industry.
  11. Plan, organize, and direct the work of others.
  12. Perceive the alternatives available in the solution of management problems and select realistic courses of action.
  13. Effectively contribute to the employer's equal employment opportunity objectives.

**Veterans Preference:**

Veterans' preference credit will not be granted.

**Career Credits**

Career credits will be granted in this examination.

**Length of List Eligibility:**

Eligibility expires 24 months after it is established unless the needs of the service and conditions of the list warrant a change in this period. The names of successful competitors will be merged onto the list in order of final score regardless of test date.

Competitors will have the option of retesting after the 12-month testing period. The highest score takes precedence regardless of examination date.

Once you have taken the Qualifications Assessment, you may not retake it for 12 months.

## Questions?

If you have any questions concerning the Senior Environmental Scientist examination or the testing process, please contact Carolyn Rendon, Personnel Analyst with the Department of Fish and Game, Human Resources Branch at (916) 653-8120. You may also visit our website at [www.dfg.ca.gov](http://www.dfg.ca.gov).

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## Additional General Information

### IMPORTANT: What to do if you haven't received any notifications:

For Examinations Without a Written Feature: If you haven't received your examination or progress notice four weeks after the established testing date, it is your responsibility to contact the Department of Fish and Game, Human Resources Branch at (916) 653-8120.

## Remember, Examinations are Competitive

If you possess the entrance requirements stated on this bulletin, you may take this competitive examination; however, you aren't assured a place on the eligibility list. Your performance in the examination is compared to established rating criteria. All candidates who pass are ranked according to their scores.

## Career Credits

In open, nonpromotional examinations, Career Credits are granted to: (1) State employees with permanent civil service status, (2) employees of the Legislative Analyst and Office of the Auditor General who have had five consecutive years in an exempt position, and (3) full-time employees of the State who are exempt from State civil service pursuant to the provisions of Section 4 of Article VII of the California Constitution, meet all qualification requirements specified by the Board and have 12 consecutive months of service in an exempt position. Three points are added to the final test score of those candidates who meet the above criteria, and who pass the examination. Competitors not currently employed in State civil service who have mandatory reinstatement rights may also be eligible for Career Credits, but they must explain their civil service status in the appropriate section on their application Form 678. (Section 4 of Article VII of the California Constitution is posted at 801 Capitol Mall.)

## How Qualifications are Rated:

**General Qualifications for all Examinations:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

## Additional List Information:

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional; 2) departmental promotional; 3) multi departmental promotional; 4) servicewide promotional; 5) departmental open; 6) open. When there are two lists of the same kind, the older must be used first.

**Promotional Examinations Only:** Competition is limited to employees who have a permanent civil service appointment. Under certain circumstances other employees may be allowed to compete under provisions of Rules 234, 235, and 235.2. State Personnel Board Rules 233, 234, 235, 235.2 and 237 contain provisions regarding civil service status and eligibility for promotional examinations. These rules may be reviewed at departmental personnel offices.

## Miscellaneous Information:

**High School Equivalence:** Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

The Department of Fish and Game reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

### California Relay (Telephone) Service for the Deaf or Hearing-Impaired

From TDD phones: 1-800-735-2929

From voice phones: 1-800-735-2922

THE DEPARTMENT OF FISH AND GAME OFFERS EQUAL OPPORTUNITY TO ALL REGARDLESS OF SEX, MARITAL STATUS, RACE, COLOR, RELIGION, POLITICAL AFFILIATION, NATIONAL ORIGIN, ANCESTRY, AGE, SEXUAL ORIENTATION, DISABILITY, OR MEDICAL CONDITION.

IT IS THE OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS. APPLICANTS FOR STATE SERVICE ARE EXPECTED TO BE DRUG-FREE.